“A study on performance evaluation of commerce and management science colleges with reference to Latur District”

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Introduction :

The role of higher education institutions in shaping the future workforce cannot be overstated. The faculty members, being the central pillar of any academic institution, play a critical role in imparting knowledge, nurturing skills, and fostering innovation. The quality of faculty is paramount to the academic and professional success of students, especially in specialized fields like Commerce and Management Science, which require not only theoretical understanding but also practical application.

In the context of the Faculty of Commerce and Management Science in Latur district, the effectiveness and efficiency of the academic staff are influenced by a variety of factors, including academic qualifications, teaching methodologies, professional development, institutional support, and external environmental factors.

This study seeks to investigate the current state of faculties within the Faculty of Commerce and Management Science in Latur district, Maharashtra. It aims to assess the qualifications, teaching competencies, and professional development needs of the faculty members in this region. Additionally, the study will explore institutional support systems, working conditions, and the challenges faced by faculty members in enhancing their teaching and research capabilities.

this research study will focus on include understanding the qualifications and teaching strategies adopted by the faculty, evaluating the availability of resources for faculty development, examining the factors influencing faculty motivation and retention, and identifying the institutional policies that affect the overall state of faculties. By focusing on these areas, the study aims to provide valuable insights into the strengths and weaknesses of faculty development in the region and offer recommendations for enhancing the quality of education in the Faculty of Commerce and Management Science.

While considering the teaching field there are two segments of employee i.e

i. Teaching faculties
ii. Non- teaching employees

This research study will focus on teaching faculties of both commerce and management science college faculties.

Every segment have its own problems while performing a job. While, non – grant faculties have a larger proportion than granted faculties but comparatively have many problems, which leads to employee turnover.

Though, teaching is a Nobel profession, having Respect in society also have a major contribution in nation building, inculcating values in society, socialwelfare, major contribution in economy, etc.; but still faculties face many more challenges and obstacles while performing a job. This education sector havea various aspects which needs to be studied i.e

- Faculties also need to maintain work life balance
- Faculties also needs skill and knowledge about stress management because over stress reflects negatively on performance.
- Demographic factors like Age,Gender,Geographical Location, Religion, Culture,Life Style, Economic Development And Growth Sustainability Achieved From Present Job etc.
- Job satisfaction also matters for performance.
- Lack of facilities, perquisites, job security,opportunities also lead to turnover.

All these aspects may cause to low performance of faculties. it is a essential to frame effective motivational strategies, performance appraisal techniques, recruitment process .to avoid this turnover every college should have retention strategies, motivation , HRD practices to reduce present problems and attain future growth.

In teaching field fact found regarding a job have both positive and negative facts:

Positive fact:

1. It is nobel profession
2. It have less working hours as compared to other job.
3. Faculties may comply his/her psychological need ,superiority complex,, obligation towards society and family
4. It provide better sustainability than other job.

Negative facts:

1. As it have less No.of granted faculties,
2. Non-granted faculties may have turnover because;

i. Higher challenges than granted employees
ii. High and tough competition
iii. Low standard of living because low salary
iv. Less opportunities even having highest qualification
v. Less job securities

This research could contribute to policy reforms in academic institutions, offer a framework for improving faculty development programs,.

Need and Importance of study:

The study of the **performance evaluation** in the **Faculty of Commerce and Management Science** is of significant importance for several reasons, both at the institutional and regional levels. Faculty members play a central role in shaping the academic and professional trajectory of students, Understanding the state of faculty in this field is crucial for improving the quality of education, enhancing research output, and fostering better employability outcomes for students.

1. Enhancing Educational Quality and Relevance

- The faculty is the primary source of knowledge and skill development for students. An in-depth understanding of the state of faculty in the field of Commerce and Management Science will reveal how well-equipped the teaching staff is to deliver relevant and updated content. By assessing faculty qualifications, teaching methodologies, and engagement with industry trends, this study can ensure that the curriculum and pedagogical practices align with the latest developments in the fields of commerce and management.

2. Improving Teaching and Learning Effectiveness

- The effectiveness of teaching is directly tied to the capabilities and development of the faculty. A study of the state of faculties can help identify areas where faculty members may need additional support, such as training in new teaching technologies, modern pedagogical methods, or industry-specific knowledge. This would enable educational institutions to implement targeted professional development programs that enhance teaching effectiveness, thereby improving the learning outcomes of students.

3. Addressing Faculty Needs and Challenges

- Faculty members face numerous challenges, including inadequate resources, heavy workloads, lack of professional development opportunities, and challenges related to work-life balance. By studying these factors, this research can help identify barriers to faculty growth and satisfaction. Understanding these challenges is crucial for developing strategies to improve faculty retention, job satisfaction, and overall well-being, which in turn impacts the quality of education provided to students.

4. Aligning Faculty Development with Institutional Goals

- Academic institutions often strive to meet strategic objectives such as increasing research output, improving student performance, and enhancing global recognition. The state of faculty plays a key role in achieving these goals. This study will provide insights into how well faculty development aligns with institutional goals and how universities can enhance their faculty support programs to foster an environment of continuous learning, research, and professional growth.

5. Boosting Research and Innovation

- Commerce and Management Science disciplines require active involvement in research to stay relevant in an ever-changing global marketplace. Faculty members are the backbone of academic research and innovation. Understanding the current state of faculty, including their research capabilities, access to resources, and involvement in interdisciplinary research, can help identify opportunities to encourage a stronger research culture. It can also provide recommendations for creating a more conducive environment for research, collaboration, and innovation within these faculties.

6. Addressing Regional and Socioeconomic Challenges

- Latur district, like many other regions, may have unique socioeconomic and educational challenges. Studying the state of faculty in this specific region will help understand how regional factors such as infrastructure, local industry needs, and access to professional development opportunities affect faculty performance. This can guide policymakers and educational authorities in addressing regional disparities, ensuring that the Faculty of Commerce and Management Science can effectively contribute to regional economic development.

7. Improving Student Outcomes and Employability

- The quality of teaching and the competencies of faculty members have a direct impact on student outcomes, including academic performance and employability. By understanding the state of faculty in terms of their teaching effectiveness, subject expertise, and exposure to industry practices, educational institutions can ensure that students are adequately prepared for the challenges they will face in the professional world. Faculty development programs based on the study's findings can contribute to producing graduates with better skills and competencies, enhancing their employability.

8. Policy Formulation and Institutional Reforms

- The study can provide valuable insights for policymakers and academic administrators looking to formulate or revise policies related to faculty recruitment, training, retention, and professional development. By understanding the existing gaps in faculty capabilities and resources, this research can inform decisions regarding curriculum updates, hiring practices, and the design of faculty development programs. This leads to a more responsive and adaptive education system that meets the evolving needs of the economy and society.

9. Fostering a Competitive Edge for Institutions

- The quality of the faculty in an institution is one of the key differentiators in attracting students, research funding, and institutional partnerships. A well-qualified, engaged, and motivated faculty is likely to improve the reputation of the institution. By understanding the current state of the faculty, educational institutions can implement strategies to elevate the quality of their teaching and research, thus gaining a competitive edge in the academic and professional landscape.

10. Contributing to National and Global Education Standards

- Finally, the study can contribute to the broader discourse on higher education quality in India and globally. By examining the state of faculty in Commerce and Management Science specifically, this research can provide a model for other regions and institutions looking to improve their educational outcomes. Insights from the study can inform national education policies and global best practices, supporting the development of high-quality education in business and management fields.

Objectives of study :

1. To review recruitment process of faculties in faculty of commerce and management science in Latur district.
2. To study the nature of employment in faculty of commerce and management science.
3. To study the level of job satisfaction among the faculties .
4. To study the factors affecting on performance of faculties.
5. To study the upgradation of faculties.

Hypothesis :

1. There is no transference in recruitment process.
2. There is low level of job security among faculties.

3. There is low level of job satisfaction among faculties.
4. There are multiple factors affecting the performance of faculties
5. There is low level of Knowledge upgradation among faculties.

Scope of study :

The scope of study is restricted to the Latur District only. Out of 370 colleges affiliated to swami Ramanand Teerth Marathwada University, Nanded of 137 colleges established in Latur district. In this study researcher will evaluate State Of Faculties.

A) Periodical scope:

For this research study , the data has been collected from the past 5 years for the primary data and post independence period for the secondary data.

B) Geographical scope:

The data for this research is collected from Latur district
Latur district including its 10 talukas they are as:

1.Ahamadpur	2.Chakur	3.Jalkot	4.Nilanga	5.Shirur-Anantpal
6.Ausa	7.Deoni	8.Latur	9.Renapur	10.Udgir

C) Operational Scope :

The "state of faculties" in HRM would be an all-encompassing measure of how well an organization is managing its human resources, focusing on the skills, health, motivation, and performance of employees, as well as the effectiveness of the organizational systems supporting them. Each of these components plays a role in ensuring that the workforce is capable, productive, and aligned with the strategic objectives of the organization.. It includes teaching faculties only for the study.

Research Methodology:

Following methodswill be used for research study :

- Survey Method
- Interview method
- Observation method

Data collection:

- **Primary Data :** Primary data for this research study will be collected through structured questionnaire from present faculties.
- **Secondary data** : Secondary data for this research study will be collected through various related Websites, Thesis, Journal, Articles, Books, Periodicals, Newspaper clippings etc.

Collected data will analyzed by applying various statistical tools and techniques i.e Percentage, ANOVA ,chi-square method

Sample size :

Findings and conclusion of research study will be drawn from 400 respondents. By using questionnaire.

Research gap:

Despite the growing demand for commerce and management professionals in the global job market, there is a noticeable gap in research focused on understanding the state of faculties in this region.

Limitations of study:

1. Present study is limited up to Latur district commerce colleges.
2. Data will be collected only through commerce college faculties.
3. Duration of secondary data is limited upto 5 years.
4. Convenience sampling method has been followed for primary data collection if complete survey method is adopted then study and findings may get varied.

Chapter scheme:

1. **Introduction :**
   It includes meaning and definition of State Of Faculties. It also provide information about dimentions and factors of State Of Faculties.

2. **Review of Literature:**
   Research finding of the eminent research scholars in India and abroad are presented in this chapter and views of the eminent thinkers are also presented.

3. **Research methodology:**
   It includes introduction of research, Methodologies of research, Need of the study, Objectives of the study , Hypothesis, Sample Design, Sources of data, Statistical application, Scope and limitation and possible contribution of the study.

4. **Analysis and interpretation of data :**
   Conceptual description,analysis and interpretation of different perception of human resource and past performance data of the college faculties in this chapter.

5. **Conclusion ,Finding and Suggestion:**
   Testing of hypothesis, finding and suggestions are presented.

   (The above chapter scheme is tentative, depending on the actual research work it may change in the course of study)

Dharmadhikari Kalyani Ghanashyam — Research student

Dr. Manisha. S Ashtekar — Research Guide